
SURVEY OF JOB OPENINGS IN THE

ST. LOUIS METROPOLITAN

STATISTICAL AREA:

October 2007

Public Policy Research Center
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About the Survey

Since October 2001, the PPRC has conducted a Job Vacancy Survey in the St. Louis MSA twice annually.¹ While the Job Vacancy Survey is conducted in 12 counties of the St. Louis MSA, the survey effort is directly supported by the Workforce Investment Boards in the City of St. Louis, St. Louis County, St. Charles County, Jefferson, and Franklin counties in Missouri and Madison and St. Clair counties in Illinois.

Although commonly reported labor-related economic indicators such as the unemployment rate, the level of employment, and new job creation have been used to measure and track the local economy and trends in labor force participation, they often do not have direct utility for planning workforce development. The Job Vacancy Survey provides a current estimation of job vacancies within the St. Louis MSA. The information can be used to direct the planning and allocation of training and education resources to better prepare the local workforce to meet existing local demand within the St. Louis MSA.

The Job Vacancy Survey provides an estimate of job vacancies in a timely (every six months) and consistent method. Along with the estimated job vacancies the survey also makes available focused information about the reported occupations, including the necessary skills, education, desired years of experience, math and reading level requirements, and required/desired personal attributes.

This Job Vacancy Survey focuses on the job vacancies in the St. Louis MSA in October 2007.

¹ In 2001 when this survey effort began, the St. Louis MSA consisted of Clinton, Jersey, Madison, Monroe, and St. Clair Counties in Illinois, and Franklin, Jefferson, Lincoln, St. Charles, St. Louis and Warren Counties and the City of St. Louis in Missouri. As of 2003, the Census Bureau's official definition of the St. Louis MSA has expanded to include Bond, Calhoun, and Macoupin Counties in Illinois and Washington and the Sullivan City portion of Crawford Counties in Missouri. However, this new definition is not used in this survey effort.

Survey Results: Overall

The results of the October 2007 St. Louis MSA Job Vacancy Survey show that there are 35,262 estimated job vacancies.

**Estimated Job Vacancies for
St. Louis MSA**

	Total	%
Full - time	19,138	54.3
Part- time	16,002	45.4
Not Provided*	122	0.3
Total	35,262	100.0

* Not provided includes don't know/not sure and refused to answer

Geography

Six counties in the St. Louis MSA comprise 96.5 percent of estimated job vacancies: *St. Louis County, St. Louis City, St. Charles County* and *Jefferson County* in Missouri, and *St. Clair* and *Madison Counties* in Illinois. The Missouri counties in the St. Louis MSA account for 87.9 percent of all estimated job vacancies, while the Illinois counties account for 12.1 percent.

**Estimated Job Vacancies by County
for St. Louis MSA**

County	Total	%
St. Louis County, MO	22,645	64.2
St. Louis City, MO	3,499	9.9
St. Charles County, MO	3,131	8.9
St. Clair County, IL	2,279	6.5
Madison County, IL	1,800	5.1
Jefferson County, MO	1,202	3.4
Franklin County, MO	425	1.2
Clinton County, IL	145	0.4
Lincoln County, MO	59	0.2
Warren County, MO	34	0.1
Monroe County, IL	26	0.1
Jersey County, IL	17	0.0
St. Louis MSA Total	35,262	100.0

Industry

Three industries in the St. Louis MSA constitute 64.3 percent of all the estimated job vacancies: *Health Care and Social Assistance*, *Accommodation and Food Service*, and *Retail Trade*.

Estimated Job Vacancies by Industry for St. Louis MSA

Industry	Total	%
Health Care & Social Assistance	10,760	30.5
Accommodation & Food Services	6,240	17.7
Retail Trade	5,683	16.1
Finance & Insurance	2,380	6.7
Other Services (except Public Administration)	1,660	4.7
Educational Services	1,393	4.0
Manufacturing	1,241	3.5
Information	880	2.5
Public Administration	864	2.5
Construction	827	2.3
Professional, Scientific, & Technical Services	760	2.2
Wholesale Trade	693	2.0
Transportation & Warehousing	595	1.7
Real Estate & Rental and Leasing	505	1.4
Admin. & Support & Waste Manage. and Remed. Svcs	487	1.4
Arts, Entertainment, & Recreation	233	0.7
Utilities	40	0.1
Mining	17	0.0
Agriculture, Forestry, Fishing & Hunting	4	0.0
Total	35,262	100.0

Experience

Over fifty percent (54.4%) of estimated job vacancies in the St. Louis MSA require *entry-level* experience (*less than 1 year or no experience*), whereas 33.3 percent of the estimated job vacancies require *experienced* workers. (*1-3 years: 26.9%; 4-10 years: 5.1%; 10+ years: 1.3%*).

Estimated Job Vacancies by Experience Required for St. Louis MSA

	Entry-Level		Experienced		All Other*	
	Total	%	Total	%	Total	%
St. Louis MSA	19,195	54.4	11,731	33.3	4,336	12.3

* All other includes other experience, don't know/not sure and refused to answer

Estimated Job Vacancies by Experience Required and Industry for St. Louis MSA

Industry	Entry-Level		Experienced		All Other*	
	Total	%	Total	%	Total	%
Health Care & Social Assistance	5,276	27.5	2,913	24.8	2,571	59.3
Accommodation & Food Services	4,778	24.9	1,344	11.5	118	2.7
Retail Trade	3,635	18.9	1,545	13.2	503	11.6
Finance & Insurance	1,283	6.7	981	8.4	116	2.7
Other Services (except Public Administration)	1,110	5.8	534	4.6	16	0.4
Educational Services	298	1.6	521	4.4	574	13.2
Manufacturing	339	1.8	790	6.7	112	2.6
Information	380	2.0	432	3.7	68	1.6
Public Administration	492	2.6	322	2.7	50	1.2
Construction	466	2.4	342	2.9	19	0.4
Professional, Scientific, & Technical Services	178	0.9	560	4.8	22	0.5
Wholesale Trade	367	1.9	314	2.7	12	0.3
Transportation & Warehousing	67	0.3	509	4.3	19	0.4
Real Estate & Rental and Leasing	350	1.8	142	1.2	13	0.3
Admin. & Support & Waste Manage. and Remed. Svcs	41	0.2	386	3.3	60	1.4
Arts, Entertainment, & Recreation	131	0.7	44	0.4	58	1.3
Utilities	0	0.0	38	0.3	2	0.0
Mining	0	0.0	14	0.1	3	0.1
Agriculture, Forestry, Fishing & Hunting	4	0.0	0	0.0	0	0.0

* All other includes other experience, don't know/not sure and refused to answer

Reading and Math Requirements

The majority of the estimated job vacancies required reading skills² at a *10th grade level or higher* (78.3%) while required math skills³ were somewhat less at 71.6 percent at the same level.

Percent of Entry-Level Estimated Job Vacancies by Reading and Math Skills Required for St. Louis MSA

Skills required	Reading	Math
< 10th grade	15.4	19.2
10th grade	12.0	13.6
>10th grade	66.3	58.1
No Skills Required	6.3	9.2
Total	100.0	100.0

Education

The majority of estimated job vacancies in the St. Louis MSA (58.2%) require a *high school diploma or less*. Another 24.6 percent of estimated job vacancies require an *associate's degree or higher*, and 13.8 percent of estimated job vacancies require *special, technical or professional certification* (see table below).

² Percentages base on the total number of estimated job vacancies in which reading skills required was reported (n=33,806).

³ Percentages base on the total number of estimated job vacancies in which math skills required was reported (n=33,689).

Percent of Estimated Job Vacancies by Preferred Education for St. Louis MSA

	High school or Less	AA Degree - Graduate Degree	Certification	All other*
St. Louis MSA	56.2	24.6	13.8	5.4

Percent of Estimated Job Vacancies by Preferred Education and Experience Required for St. Louis MSA

Experience Required	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Entry-Level	72.7	12.9	12.3	2.1
Experienced	44.4	42.2	9.9	3.5
All Other**	14.8	29.3	30.8	25.2

Percent of Estimated Job Vacancies by Industry and Preferred Education for St. Louis MSA

Industry	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Health Care & Social Assistance	32.0	31.7	30.6	5.7
Accommodation & Food Services	95.8	1.0	0.1	3.0
Retail Trade	87.0	5.9	0.7	6.4
Finance & Insurance	37.7	54.2	3.7	4.5
Other Services (except Public Administration)	56.0	14.9	25.5	3.6
Educational Services	13.3	60.6	15.4	10.8
Manufacturing	39.2	51.6	2.7	6.5
Information	32.3	48.8	10.6	8.4
Public Administration	47.0	16.9	28.2	7.9
Construction	72.9	16.4	6.2	4.5
Professional, Scientific, & Technical Services	27.6	65.8	3.3	3.3
Wholesale Trade	50.8	32.2	15.3	1.7
Transportation & Warehousing	86.1	4.5	5.9	3.5
Real Estate & Rental and Leasing	50.9	18.0	29.1	2.0
Admin. & Support & Waste Manage. and Remed. Svcs	34.9	41.9	11.3	11.9
Arts, Entertainment, & Recreation	57.1	24.0	3.0	15.9
Utilities	17.5	82.5	0.0	0.0
Mining	0.0	100.0	0.0	0.0
Agriculture, Forestry, Fishing & Hunting	0.0	100.0	0.0	0.0

* All other includes other education, don't know/not sure and refused to answer

** All other includes other experience, don't know/not sure and refused to answer

Wages

Of the estimated job vacancies⁴ in the St. Louis MSA for October 2007, 44.0 percent offer *less than \$8.00 per hour* while 31.7 percent offer *\$8.00 – \$14.99 per hour*. Another 24.3 percent of estimated job vacancies offer *\$15.00 or more per hour*.

Estimated Job Vacancies by Wage for St. Louis MSA

Wage	Total
< \$8.00	11,360
\$8.00- \$14.99	8,196
\$15.00+	6,268
Total	25,824

Estimated Job Vacancies by Wage and Experience Required for St. Louis MSA

Wage	Entry-Level	Experienced	All Other*
< \$8.00	9,702	1,578	80
\$8.00- \$14.99	4,099	3,907	190
\$15.00+	3,010	3,073	185
Total	16,811	8,558	455

Percent of Estimated Job Vacancies by Wage and Experience Required for St. Louis MSA

Wage	Entry-Level	Experienced	All Other*
< \$8.00	57.7	18.4	17.6
\$8.00- \$14.99	24.4	45.7	41.8
\$15.00+	17.9	35.9	40.7
Total	100.0	100.0	100.0

* All other includes other experience, don't know/not sure and refused to answer

⁴ Percentages based on the total number of estimated job vacancies where wage was reported (n=25,824).

Benefits and Training

In terms of benefits and training offered, 73.6 percent of estimated job vacancies in the St. Louis MSA provide *on-the-job training* along with 44.6 percent providing *mentoring*. Over half of the estimated job vacancies provide *medical* (68.1%), *vacation* (66.4%) and *dental* (59.0%) benefits.⁵

Estimated Job Vacancies by Benefits and Training Offered for St. Louis MSA

Benefit and Training	%
On the Job Training	73.6
Medical	68.1
Vacation	66.4
Dental	59.0
Mentoring	44.6

Incentives

In terms of incentives offered, 68.7 percent of estimated job vacancies in the St. Louis MSA provide *ongoing training*. Less than half of the estimated job vacancies provide *401k* (46.2%) and *bonus* (38.3%) incentives.⁶

Estimated Job Vacancies by Incentives by for St. Louis MSA

Incentives	%
Ongoing Training	68.7
401K	46.2
Bonus	38.3
Tuition	36.2
Pension	26.8
Commission	11.3
Stock	7.5
SAR	3.7

⁵ Percentages base on the total number of estimated job vacancies in which one or more of the benefits and training offered was reported (n=33,027).

⁶ Percentages base on the total number of estimated job vacancies in which one or more of the incentives offered was reported (n=33,345).

Applicants' Skills Compared to Job Requirements

When asked to compare applicants' skills with the skills required for the job vacancies, employers in the St. Louis MSA reported that for 62.4 percent of the estimated job vacancies, skills *matched somewhat, matched very little* or *matched not at all*. For 45.2 percent of the estimated job vacancies, applicants' skills and required job skills *matched well or matched very well*.⁷

Estimated Job Vacancies by Applicant and Job Requirement Match for St. Louis MSA

Skill Match	%
Matched Very Well	12.0
Matched Well	33.2
Matched Somewhat	42.9
Matched Very Little	10.0
Matched Not At All	1.8
Total	100.0

Difficulty Finding Applicants

Employers in the St. Louis MSA reported that for more than half of estimated job vacancies, they had *some difficulty* (53.7%) or *great difficulty* (17.0%) finding qualified applicants. For 29.3 percent of the estimated job vacancies, they indicate *no difficulty* finding qualified applicants.⁸

Percent of Estimated Job Vacancies by Difficulty Finding Qualified Applicants and Experience Required for St. Louis MSA

	Entry-Level	Experienced	Total
No Difficulty	34.8	17.8	29.3
Some Difficulty	52.7	55.7	53.7
Great Difficulty	12.5	26.5	17.0
	100.0	100.0	100.0

⁷ Percentages based on the total number of estimated job vacancies in which there was a response to the question "Have applicants met job requirements?" (n= 26,534).

⁸ Percentages based on the total number of estimated job vacancies in which there was a response to the question "Is this position difficult to fill with the required experience needed?" (Entry-Level n=18,187; Experienced n=8,877; Total n=27,206).

Shortcomings of Recent Applicants

Two of the most frequently cited shortcomings of recent applicants are *lack of positive attitude* and *poor work ethic skills* (see table below).⁹

Percent of Estimated Job Vacancies by Shortcomings of Recent Applicants for St. Louis MSA

Shortcomings	%
Lack of Positive Attitude	63.5
Poor Work Ethic Skills	58.5
Poor Customer Service Skills	51.9
Poor Communication Skills	49.1
Lack of Industry Knowledge	42.3
Poor Technical Skills	32.5
Inability to Understand Written Information	30.8
Poor Writing Skills	25.5
Lack of Computer Skills	18.0
Poor Basic Math	17.3

Workplace Competencies

The following table lists personal attributes considered *important* to the job performance of a worker in the St. Louis MSA.¹⁰

Percent of Estimated Job Vacancies by Workplace Competencies Rated as Important for St. Louis MSA

Workplace Competencies	%
Team Skills	84.7
Work Habits	79.1
Managing Time Wisely	76.7
Acquiring and Using Information	73.7
Job Specific Skills	68.8
Leadership	55.6
Computer Literacy	50.6

⁹ Percentages based on the total number of estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Shortcomings Category (n=23,902).

¹⁰ Percentages based on the total number of estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Shortcomings Category (n=34,579).

Thinking Skills

The following table lists thinking skills considered *important* to the job performance of a worker in the St. Louis MSA.¹¹

**Percent of Estimated Job Vacancies
by Thinking Skills Rated as
Important for St. Louis MSA**

Thinking Skills	%
Learning New Skills	93.7
Decision-Making	87.6
Critical Thinking	82.6
Understanding Charts	37.5

Occupations

Eight occupations in the St. Louis MSA represent 31.8 percent of the estimated job vacancies.

**Percent of Estimated Job Vacancies by Selected Occupations
for the St. Louis MSA**

Occupation	%
Registered Nurses	10.0
Combined Food Preparation and Serving Workers, Including Fast Food	8.3
Waiters and Waitresses	4.7
Stock Clerks, Sales Floor	4.4
Retail Salespersons	4.4
Total	31.8

For more detailed information on the reported occupations, please visit <http://pprc.umsl.edu/wis/>.

¹¹ Percentages based on the total number of estimated job vacancies in which one or more of the personal attributes were reported in the Thinking Skills Category (n=30,737).

Survey Results: Entry-Level

The results of the October 2007 St. Louis MSA Job Vacancy Survey show that there are 19,195 *entry-level* estimated job vacancies.

Entry-Level Estimated Job Vacancies for St. Louis MSA

	Total	%
Full-time	8,165	42.5
Part-time	11,029	57.5
Not Provided	1	0.0
Total	19,195	100.0

** Not provided includes don't know/not sure and refused to answer*

Geography

Six counties in the St. Louis MSA comprise 97.8 percent of *entry-level* estimated job vacancies: *St. Louis County, St. Charles County, St. Louis City* and *Jefferson County* in Missouri, and *St. Clair County* and *Madison County* in Illinois. The Missouri counties in the St. Louis MSA account for 88.3 percent of all *entry-level* estimated job vacancies, while the Illinois counties account for 11.7 percent.

Entry-Level Estimated Job Vacancies by County for St. Louis MSA

County	Total	%
St. Louis County, MO	13,162	68.6
St. Charles County, MO	1,707	8.9
Madison County, IL	1,106	5.8
St. Clair County, IL	1,032	5.4
Jefferson County, MO	923	4.8
St. Louis City, MO	834	4.3
Franklin County, MO	295	1.5
Clinton County, IL	104	0.5
Warren County, MO	26	0.1
Jersey County, IL	6	0.0
Monroe County, IL	0	0.0
Lincoln County, MO	0	0.0
St. Louis MSA Total	19,195	100.0

Industry

Three industries in the St. Louis MSA constitute 71.3 percent of all the *entry-level* estimated job vacancies: *Health Care and Social Assistance*, *Accommodation and Food Service*, and *Retail Trade*.

Entry-Level Estimated Job Vacancies by Industry for St. Louis MSA

Industry	Total	%
Health Care and Social Assistance	5,276	27.5
Accommodation and Food Services	4,778	24.9
Retail Trade	3,635	18.9
Finance and Insurance	1,283	6.7
Other Services (except Public Administration)	1,110	5.8
Public Administration	492	2.6
Construction	466	2.4
Information	380	2.0
Wholesale Trade	367	1.9
Real Estate and Rental and Leasing	350	1.8
Manufacturing	339	1.8
Educational Services	298	1.6
Professional, Scientific, and Technical Services	178	0.9
Arts, Entertainment, and Recreation	131	0.7
Transportation and Warehousing	67	0.3
Admin. and Support and Waste Mngt and Remediation Svcs	41	0.2
Agriculture, Forestry, Fishing and Hunting	4	0.0
Total	19,195	100.0

Experience

Over fifty percent (54.4%) of estimated job vacancies in the St. Louis MSA require *entry-level* experience (*less than 1 year or no experience*). Of the 19,195 *entry-level* estimated job vacancies 86.4 percent require *no experience* with the other 13.6 percent requiring *less than one year* of experience (see table below).

Entry-Level Estimated Job Vacancies by Experience Required and Industry for St. Louis MSA

Industry	No Experience		Less than One Year		Entry-Level	
	Total	%	Total	%	Total	%
Health Care and Social Assistance	4,482	27.0	794	0.0	5,276	27.5
Accommodation and Food Services	4,290	25.9	488	0.0	4,778	24.9
Retail Trade	3,473	20.9	162	0.0	3,635	18.9
Finance and Insurance	745	4.5	538	0.0	1,283	6.7
Other Services (except Public Administration)	1,083	6.5	27	0.0	1,110	5.8
Public Administration	492	3.0	0	0.0	492	2.6
Construction	459	2.8	7	0.0	466	2.4
Information	236	1.4	144	0.0	380	2.0
Wholesale Trade	289	1.7	78	0.0	367	1.9
Real Estate and Rental and Leasing	278	1.7	72	0.0	350	1.8
Manufacturing	242	1.5	97	0.0	339	1.8
Educational Services	255	1.5	43	0.0	298	1.6
Professional, Scientific, and Technical Services	135	0.8	43	0.0	178	0.9
Arts, Entertainment, and Recreation	45	0.3	86	0.0	131	0.7
Transportation and Warehousing	43	0.3	24	0.0	67	0.3
Admin. and Support and Waste Mngt and Remediation Svcs	41	0.2	0	0.0	41	0.2
Agriculture, Forestry, Fishing and Hunting	0	0.0	4	0.0	4	0.0
Total	16,588	100.0	2,607	0.0	19,195	100.0

Education

The majority of *entry-level* estimated job vacancies in the St. Louis MSA (72.7%) require a *high school diploma or less*. Another 12.9 percent of *entry-level* estimated job vacancies require an *associate's degree or higher*, and 12.3 percent of *entry-level* estimated job vacancies require *special, technical or professional certification* (see table below).¹²

¹²2.1 percent of *entry-level* estimated job vacancies had no Preferred Education indicated (n=407).

**Percent of Entry-Level Estimated Job Vacancies by Preferred Education and Experience
Required for St. Louis MSA**

Experience Required	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Entry-Level	72.7	12.9	12.3	2.1

Percent of Entry-Level Estimated Job Vacancies by Industry and Preferred Education for St. Louis MSA

Industry	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Health Care and Social Assistance	46.7	22.2	26.5	4.6
Accommodation and Food Services	98.9	0.0	0.1	1.0
Retail Trade	98.6	1.0	0.0	0.4
Finance and Insurance	51.7	44.6	1.9	1.9
Other Services (except Public Administration)	71.5	2.2	23.9	2.4
Public Administration	37.0	16.7	41.7	4.7
Construction	86.3	12.2	0.0	1.5
Information	60.0	15.8	23.7	0.5
Wholesale Trade	37.3	34.1	28.6	0.0
Real Estate and Rental and Leasing	58.0	0.3	41.7	0.0
Manufacturing	74.3	24.2	0.0	1.5
Educational Services	35.2	17.8	44.0	3.0
Professional, Scientific, and Technical Services	27.0	73.0	0.0	0.0
Arts, Entertainment, and Recreation	72.5	25.2	0.8	1.5
Transportation and Warehousing	98.5	1.5	0.0	0.0
Admin. and Support and Waste Mngt and Remediation Svcs	0.0	100.0	0.0	0.0
Agriculture, Forestry, Fishing and Hunting	0.0	100.0	0.0	0.0

* All other includes other education, don't know/not sure and refused to answer

Wages

Of the 19,195 *entry-level* estimated job vacancies in the St. Louis MSA, 50.5 percent offer *less than \$8.00 per hour* while 21.4 percent offer *\$8.00 – \$14.99 per hour*. Another 15.7 percent of estimated job vacancies offer *\$15.00 or more per hour*.¹³

**Entry-Level Estimated Job Vacancies
by Wage for St. Louis MSA**

Wage	Entry-Level	
	Total	%
< \$8.00	9,702	57.7
\$8.00- \$14.99	4,099	24.4
\$15.00+	3,010	17.9

**Not provided includes don't know/not sure and refused to answer*

Benefits and Training

In terms of benefits and training offered, 81.8 percent of *entry-level* estimated job vacancies in the St. Louis MSA provide *on-the-job training* along with 50.8 percent provide *mentoring*. Fifty percent of the *entry-level* estimated job vacancies provide medical (56.2%), vacation (51.1%), and dental (49.5%) benefits (see table below).¹⁴

¹³ Percentages based on the total number of *entry-level* estimated job vacancies in which a wage was reported (n=16,811). 12.4 percent of *entry-level* estimated job vacancies had no reported wage (n=2,384).

¹⁴ Percentages based on the total number of *entry-level* estimated job vacancies in which one or more of the benefits and training offered were reported (n=18,794).

Entry-Level Estimated Job Vacancies by Benefits and Training by Full-Time or Part-Time for St. Louis MSA

Benefit and Training	Full-Time	Part-Time	Total
On the Job Training	7,283	8,098	15,381
Mentoring	4,061	5,482	9,543
Internship	2,962	2,706	5,668
Medical	6,929	3,629	10,558
Vacation	5,845	3,759	9,604
Dental	6,354	2,955	9,309
Transportation	655	282	937
Childcare	234	685	919

Percent of Entry-Level Estimated Job Vacancies by Benefits and Training by Full-Time or Part-Time for St. Louis MSA

Benefit and Training	Full-Time	Part-Time	Total
On the Job Training	47.4	52.6	100.0
Mentoring	42.6	57.4	100.0
Internship	52.3	47.7	100.0
Medical	65.6	34.4	100.0
Vacation	60.9	39.1	100.0
Dental	68.3	31.7	100.0
Transportation	69.9	30.1	100.0
Childcare	25.5	74.5	100.0

Incentives

In terms of incentives offered, 73.3 percent of *entry-level* estimated job vacancies in the St. Louis MSA provide *ongoing training*. Less than half of the *entry-level* estimated job vacancies provide *bonus* (45.4%), *401k* (36.3%), and *tuition reimbursement* (24.5%) incentives.¹⁵

Entry-Level Estimated Job Vacancies by Incentives by Full-Time or Part-Time for St. Louis MSA

Incentives	Full-Time	Part-Time	Total
Ongoing Training	7,156	6,769	13,925
Bonus	5,056	3,569	8,625
401K	4,878	2,015	6,893
Tuition	2,697	1,957	4,654
Pension	3,235	1,306	4,541
Commission	1,324	800	2,124
Stock	762	550	1,312
SAR	317	360	677

Percent of Entry-Level Estimated Job Vacancies by Incentives by Full-Time or Part-Time for St. Louis MSA

Incentives	Full-Time	Part-Time	Total
Ongoing Training	51.4	48.6	100.0
Bonus	58.6	41.4	100.0
401K	70.8	29.2	100.0
Tuition	58.0	42.0	100.0
Pension	71.2	28.8	100.0
Commission	62.3	37.7	100.0
Stock	58.1	41.9	100.0
SAR	46.8	53.2	100.0

¹⁵ Percentages based on the total number of *entry-level* estimated job vacancies in which one or more of the incentives offered were reported (n=19,004).

Reading and Math Requirements

Over six out of ten (63.3%) *entry-level* job vacancies required reading skills¹⁶ at a *10th grade level or higher* while required math skills¹⁷ were somewhat less at 57.8 percent at the same level.

Percent of Entry-Level Estimated Job Vacancies by Reading and Math Skills Required for St. Louis MSA

Skills required	Reading	Math
< 10th grade	26.2	28.6
10th grade	14.7	17.4
>10th grade	48.6	40.4
No Skills Required	10.5	13.6
Total	100.0	100.0

Percent of Entry-Level Estimated Job Vacancies by Reading and Math Skills 10th Grade or Higher by Industry for St. Louis MSA

Skills required	Entry-Level	
	Reading	Math
Health Care and Social Assistance	64.2	60.4
Accommodation and Food Services	42.3	45.3
Retail Trade	54.8	46.4
Finance and Insurance	70.1	91.8
Other Services (except Public Administration)	97.4	65.9
Public Administration	89.8	25.6
Construction	96.6	91.4
Information	100.0	92.1
Wholesale Trade	83.7	91.6
Real Estate and Rental and Leasing	100.0	93.1
Manufacturing	76.4	40.7
Educational Services	92.7	81.5
Professional, Scientific, and Technical Services	100.0	27.5
Arts, Entertainment, and Recreation	90.6	29.7
Transportation and Warehousing	100.0	55.2
Admin. and Support and Waste Mngt and Remediation Svcs	100.0	100.0
Agriculture, Forestry, Fishing and Hunting	0.0	0.0

¹⁶ Percentages based on the total number of *entry-level* estimated job vacancies in which Reading skills required were reported (n=18,602).

¹⁷ Percentages based on the total number of *entry-level* estimated job vacancies in which Math skills required were reported (n=18,522).

Applicants' Skills Compared to Job Requirements

When asked to compare applicants' skills with the skills required for the *entry-level* job vacancies, employers in the St. Louis MSA reported that for 52.9 percent of the *entry-level* estimated job vacancies, skills *matched well or matched very well*. For 47.1 percent of the *entry-level* estimated job vacancies, applicants' skills and required job skills *matched somewhat, matched very little or matched not at all*.¹⁸

**Entry-Level Estimated Job Vacancies
by Applicant and Job Requirement
Match for St. Louis MSA**

Skill Match	%
Matched Very Well	14.6
Matched Well	38.2
Matched Somewhat	34.2
Matched Very Little	10.9
Matched Not At All	2.0
Total	100.0

Difficulty Finding Applicants

Employers in the St. Louis MSA reported that for the majority of *entry-level* estimated job vacancies, they had *some difficulty* (52.7%) or *great difficulty* (12.5%) finding qualified applicants. For 34.8 percent of the estimated job vacancies, they indicate *no difficulty* finding qualified applicants.¹⁹

**Percent of Entry-Level Estimated Job
Vacancies by Difficulty Finding
Qualified Applicants for St. Louis MSA**

	%
No Difficulty	34.8
Some Difficulty	52.7
Great Difficulty	12.5
Total	100.0

¹⁸ Percentages based on the total number of *entry-level* estimated job vacancies in which there was a response to the question "Have applicants met job requirements?" (n=17,688).

¹⁹ Percentages based on the total number of *entry-level* estimated job vacancies in which there was a response to the question "Is this position difficult to fill with the required experience needed?" (n=18,187).

Shortcomings of Recent Applicants

Two of the most frequently cited shortcomings of recent applicants are *lack of positive attitude* and *poor work ethic skills*.²⁰

Percent of Entry-Level Estimated Job Vacancies by Shortcomings of Recent Applicants for St. Louis MSA

Shortcomings	%
Lack of Positive Attitude	72.0
Poor Work Ethic Skills	68.9
Poor Customer Service Skills	54.6
Poor Communication Skills	48.9
Lack of Industry Knowledge	38.4
Inability to Understand Written Information	33.5
Poor Technical Skills	30.0
Poor Writing Skills	21.2
Lack of Computer Skills	19.1
Poor Basic Math	16.9

Workplace Competencies

The following table lists personal attributes considered *important* to the job performance of a worker in the St. Louis MSA.²¹

Percent of Entry-Level Estimated Job Vacancies by Workplace Competencies Rated as Important for St. Louis MSA

Workplace Competencies	%
Work Habits	95.9
Team Skills	93.2
Managing Time Wisely	90.5
Acquiring and Using Information	90.5
Leadership	64.1
Job Specific Skills	58.7
Computer Literacy	46.9

²⁰ Percentages based on the total number of *entry-level* estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Shortcomings Category (n=17,570).

²¹ Percentages based on the total number of *entry-level* estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Workplace Competencies Category (n=19,062).

Thinking Skills

The following table lists thinking skills considered *important* to the job performance of a worker in the St. Louis MSA.²²

Percent of Entry-Level Estimated Job Vacancies by Thinking Skills Rated as Important for St. Louis MSA

Thinking Skills	%
Learning New Skills	91.4
Decision-Making	76.9
Critical Thinking	70.7
Understanding Charts	34.4

Occupations

Four occupations in the St. Louis MSA represent 32.3 percent of the *entry-level* estimated job vacancies.

Percent of Entry-Level Estimated Job Vacancies by Selected Occupation for the St. Louis MSA

Occupation	%
Combined Food Preparation and Serving Workers, Including Fast Food	12.4
Stock Clerks, Sales Floor	8.0
Waiters and Waitresses	6.8
Home Health Aides	5.1
Total	32.3

²² Percentages based on the total number of entry-level estimated job vacancies in which one or more of the personal attributes were reported in the Thinking Skills Category (n=18,865).

Occupation for the St. Louis MSA with 100+ Entry-Level Estimated Job Vacancies by Preferred Education

Associates Degree or Higher
Insurance Sales Agents
Personal Financial Advisors
Physical Therapists
Registered Nurses
Speech-Language Pathologists
Special, Technical or Professional Certification
Home Health Aides
Manicurists and Pedicurists
Police and Sheriff's Patrol Officers
Real Estate Sales Agents
Registered Nurses
High School Diploma or Less
Cashiers
Combined Food Preparation and Serving Workers, Including Fast Food
Community and Social Service Specialists, All Other
Cooks, Restaurant
Customer Service Representatives
Dining Room and Cafeteria Attendants and Bartender Helpers
First-Line Supervisors/Managers of Food Preparation and Serving Workers
Food Preparation Workers
Hairdressers, Hairstylists, and Cosmetologists
Home Health Aides
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
Loan Officers
Maids and Housekeeping Cleaners
Nonfarm Animal Caretakers
Personal and Home Care Aides
Real Estate Sales Agents
Receptionists and Information Clerks
Recreation Workers
Retail Salespersons
Social and Human Service Assistants
Stock Clerks, Sales Floor
Tellers
Waiters and Waitresses

For more detailed information on the reported occupations, please visit <http://pprc.umsl.edu/wis/>.

Survey Results: Experienced

The results of the October 2007 St. Louis MSA Job Vacancy Survey show that there are 11, 731 *experienced* estimated job vacancies.

Experienced Estimated Job Vacancies for St. Louis MSA

	Total	%
Full-time	8,611	73.4
Part-time	3,116	26.6
Not Provided	4	0.0
Total	11,731	100.0

** Not provided includes don't know/not sure and refused to answer*

Geography

Four counties in the St. Louis MSA comprise 94.6 percent of *experienced* estimated job vacancies: *St. Louis County*, *St. Louis City*, and *St. Charles County* in Missouri, and *St. Clair County* in Illinois. The Missouri counties in the St. Louis MSA account for 87.6 percent of all *experienced* estimated job vacancies, while the Illinois counties account for 12.4 percent.

Experienced Estimated Job Vacancies by County for St. Louis MSA

County	Total	%
St. Louis County, MO	6,979	59.5
St. Louis City, MO	1,892	16.1
St. Charles County, MO	1,160	9.9
St. Clair County, IL	1,072	9.1
Madison County, IL	350	3.0
Jefferson County, MO	119	1.0
Franklin County, MO	67	0.6
Lincoln County, MO	49	0.4
Clinton County, IL	35	0.3
Warren County, MO	8	0.1
Monroe County, IL	0	0.0
Jersey County, IL	0	0.0
St. Louis MSA Total	11,731	100.0

Industry

Four industries in the St. Louis MSA constitute 57.8 percent of all the *experienced* estimated job vacancies: *Health Care and Social Assistance*, *Retail Trade*, *Accommodation and Food Services*, and *Finance and Insurance*.

Experienced Estimated Job Vacancies by Industry for St. Louis MSA

Industry	Total	%
Health Care and Social Assistance	2,913	24.8
Retail Trade	1,545	13.2
Accommodation and Food Services	1,344	11.5
Finance and Insurance	981	8.4
Manufacturing	790	6.7
Professional, Scientific, and Technical Services	560	4.8
Other Services (except Public Administration)	534	4.6
Educational Services	521	4.4
Transportation and Warehousing	509	4.3
Information	432	3.7
Admin. and Support and Waste Mngt and Remediation Svcs	386	3.3
Construction	342	2.9
Public Administration	322	2.7
Wholesale Trade	314	2.7
Real Estate and Rental and Leasing	142	1.2
Arts, Entertainment, and Recreation	44	0.4
Utilities	38	0.3
Mining	14	0.1
Total	11,731	100.0

Experience

Of 35,262 estimated job vacancies in the St. Louis MSA, 33.3 percent require *experienced (more than one year of experience)* workers. Of these 11,731 *experienced* estimated job vacancies 80.7 percent require *1 - 3 years* of experience with another 15.4 percent requiring *4 - 10 years* of experience. There are 3.9 percent of *experienced* estimated job vacancies that require *10 or more years* of experience (see table below).

Experienced Estimated Job Vacancies by Experience Required and Industry for St. Louis MSA

Industry	1 - 3 Years		4 - 10 Years		10 or more Years		Experienced	
	Total	%	Total	%		%	Total	%
Health Care and Social Assistance	2,767	29.2	112	6.2	34	7.4	2,913	24.8
Retail Trade	1,274	13.5	271	15.0	0	0.0	1,545	13.2
Accommodation and Food Services	1,278	13.5	66	3.7	0	0.0	1,344	11.5
Finance and Insurance	701	7.4	240	13.3	40	8.7	981	8.4
Manufacturing	429	4.5	320	17.7	41	8.9	790	6.7
Professional, Scientific, and Technical Services	243	2.6	300	16.6	17	3.7	560	4.8
Other Services (except Public Administration)	413	4.4	121	6.7	0	0.0	534	4.6
Educational Services	417	4.4	102	5.6	2	0.4	521	4.4
Transportation and Warehousing	494	5.2	15	0.8	0	0.0	509	4.3
Information	104	1.1	20	1.1	308	67.1	432	3.7
Admin. and Support and Waste Mngt and Remediation Svcs	311	3.3	66	3.7	9	2.0	386	3.3
Construction	274	2.9	64	3.5	4	0.9	342	2.9
Public Administration	312	3.3	10	0.6	0	0.0	322	2.7
Wholesale Trade	276	2.9	38	2.1	0	0.0	314	2.7
Real Estate and Rental and Leasing	118	1.2	23	1.3	1	0.2	142	1.2
Arts, Entertainment, and Recreation	34	0.4	10	0.6	0	0.0	44	0.4
Utilities	16	0.2	19	1.1	3	0.7	38	0.3
Mining	4	0.0	10	0.6	0	0.0	14	0.1
Total	9,465	100.0	1,807	100.0	459	100.0	11,731	100.0

Education

Less than half of *experienced* estimated job vacancies in the St. Louis MSA (42.2%) require *an associate's degree or higher*. Another 44.4 percent of *experienced* estimated job vacancies require a *high school diploma or less*, and 9.9 percent of *experienced* estimated job vacancies require a *special, technical or professional certification* (see table below).²³

²³ 3.5 percent of *entry-level* estimated job vacancies had no Preferred Education indicated (n=408).

Percent of Experienced Estimated Job Vacancies by Preferred Education for St. Louis MSA

Experience Required	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Experienced	44.4	42.2	9.9	3.5

Percent of Experienced Estimated Job Vacancies by Industry and Preferred Education for St. Louis MSA

Industry	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Health Care and Social Assistance	18.1	55.4	22.4	4.1
Retail Trade	80.8	16.4	0.3	2.5
Accommodation and Food Services	93.2	4.8	0.3	1.6
Finance and Insurance	23.0	66.7	6.3	4.0
Manufacturing	28.9	64.8	4.1	2.3
Professional, Scientific, and Technical Services	28.6	64.5	4.1	2.9
Other Services (except Public Administration)	24.9	41.6	29.8	3.7
Educational Services	12.5	67.2	10.0	10.4
Transportation and Warehousing	87.4	5.1	6.9	0.6
Information	11.6	84.0	0.5	3.9
Admin. and Support and Waste Mngt and Remediation Svcs	42.2	41.7	10.9	5.2
Construction	58.8	21.6	14.6	5.0
Public Administration	68.9	17.1	10.6	3.4
Wholesale Trade	68.2	31.2	0.3	0.3
Real Estate and Rental and Leasing	37.3	58.5	0.0	4.2
Arts, Entertainment, and Recreation	38.6	38.6	9.1	13.6
Utilities	18.4	81.6	0.0	0.0
Mining	0.0	100.0	0.0	0.0

** All other includes other education, don't know/not sure and refused to answer*

Wages

Of the 11,731 *experienced* estimated job vacancies in the St. Louis MSA, 45.7 percent offer \$8.00 – \$14.99 per hour while 35.9 percent offer \$15.00 or more per hour. Another 18.5 percent of estimated job vacancies offer less than \$8.00 per hour.²⁴

Experienced Estimated Job Vacancies by
Wage for St. Louis MSA

Wage	Experienced	
	Total	%
< \$8.00	1,578	18.5
\$8.00- \$14.99	3,905	45.7
\$15.00+	3,068	35.9

Benefits and Training

In terms of benefits and training offered, 74.8 percent of *experienced* estimated job vacancies in the St. Louis MSA provide *on-the-job training* along with 43.7 percent provide *mentoring*. The majority of *experienced* estimated job vacancies provide *vacation* (87.3%), *medical* (81.8%), and *dental* (67.0%) benefits (see table below).²⁵

²⁴ Percentages based on the total number of *experienced* estimated job vacancies in which a wage was reported (n=8,551). 27.1 percent of *experienced* estimated job vacancies had no reported wage.

²⁵ Percentages based on the total number of *experienced* estimated job vacancies in which one or more of the benefits and training offered were reported (n=11,416).

Experienced Estimated Job Vacancies by Benefits and Training by Full-Time or Part-Time for St. Louis MSA

Benefit and Training	Full-Time	Part-Time	Total
On the Job Training	6,029	2,505	8,534
Mentoring	3,120	1,864	4,984
Internship	1,912	271	2,183
Vacation	8,100	1,864	9,964
Medical	7,832	1,509	9,341
Dental	6,709	939	7,648
Transportation	1,269	7	1,276
Childcare	754	81	835

Percent of Experienced Estimated Job Vacancies by Benefits and Training by Full-Time or Part-Time for St. Louis MSA

Benefit and Training	Full-Time	Part-Time	Total
On the Job Training	70.6	29.4	100.0
Mentoring	62.6	37.4	100.0
Internship	87.6	12.4	100.0
Vacation	81.3	18.7	100.0
Medical	83.8	16.2	100.0
Dental	87.7	12.3	100.0
Transportation	99.5	0.5	100.0
Childcare	90.3	9.7	100.0

Incentives

In terms of incentives offered, 72.5 percent of *experienced* estimated job vacancies in the St. Louis MSA provide *ongoing training*. Half of the *experienced* estimated job vacancies provide *401k* (58.7) incentives. While 47.5 percent provided *tuition reimbursement*, 34.7 percent provided *bonus*, and 30.1 percent provided *pension*.²⁶

Experienced Estimated Job Vacancies by Incentives by Full-Time or Part-Time for St. Louis MSA

Incentives	Full-Time	Part-Time	Total
On Going Training	6,239	2,062	8,301
401K	5,868	848	6,716
Tuition	4,187	1,251	5,438
Bonus	3,390	575	3,965
Pension	2,821	626	3,447
Commission	1,380	222	1,602
Stock	953	10	963
SAR	493	52	545

Percent of Experienced Estimated Job Vacancies by Incentives by Full-Time or Part-Time for St. Louis MSA

Incentives	Full-Time	Part-Time	Total
On Going Training	75.2	24.8	100.0
401K	87.4	12.6	100.0
Tuition	77.0	23.0	100.0
Bonus	85.5	14.5	100.0
Pension	81.8	18.2	100.0
Commission	86.1	13.9	100.0
Stock	99.0	1.0	100.0
SAR	90.5	9.5	100.0

²⁶ Percentages based on the total number of *experienced* estimated job vacancies in which one or more of the incentives offered were reported (n=11,443).

Reading and Math Requirements

Nine out of ten (95.5%) *experienced* job vacancies required reading skills²⁷ at a 10th grade level or higher while required math skills²⁸ were somewhat less at 85.3 percent at the same level.

Percent of Experienced Estimated Job Vacancies by Reading and Math Skills Required for St. Louis MSA

Skills required	Reading	Math
< 10th grade	2.8	9.9
10th grade	11.1	11.4
>10th grade	84.4	73.9
No Skills Required	1.7	4.8
Total	100.0	100.0

Percent of Experienced Estimated Job Vacancies by Reading and Math Skills 10th Grade or Higher by Industry for St. Louis MSA

Skills required	Experienced	
	Reading	Math
Health Care and Social Assistance	98.9	98.4
Retail Trade	94.4	96.5
Accommodation and Food Services	87.9	92.3
Finance and Insurance	97.4	97.4
Manufacturing	91.5	84.1
Professional, Scientific, and Technical Services	100.0	76.9
Other Services (except Public Administration)	100.0	46.5
Educational Services	85.8	78.0
Transportation and Warehousing	90.7	22.8
Information	100.0	64.4
Admin. and Support and Waste Mngt and Remediation Svcs	100.0	100.0
Construction	100.0	78.1
Public Administration	100.0	71.1
Wholesale Trade	90.7	69.3
Real Estate and Rental and Leasing	100.0	70.2
Arts, Entertainment, and Recreation	100.0	93.2
Utilities	100.0	100.0
Mining	100.0	100.0

²⁷ Percentages based on the total number of *experienced* estimated job vacancies in which Reading skills required were reported (n=11,594).

²⁸ Percentages based on the total number of *experienced* estimated job vacancies in which Math skills required were reported (n=11,529).

Applicants' Skills Compared to Job Requirements

When asked to compare applicants' skills with the skills required for the *experienced* job vacancies, employers in the St. Louis MSA reported that for 70.8 percent of the *experienced* estimated job vacancies, skills *matched somewhat, matched very little or matched not at all*. For 29.2 percent of the *experienced* estimated job vacancies, applicants' skills and required job skills *matched well or matched very well*.²⁹

Experienced Estimated Job Vacancies by Applicant and Job Requirement Match for St. Louis MSA

Skill Match	%
Matched Very Well	6.6
Matched Well	22.7
Matched Somewhat	60.9
Matched Very Little	8.4
Matched Not At All	1.5
Total	100.0

Difficulty Finding Applicants

Employers in the St. Louis MSA reported that for the majority of *experienced* estimated job vacancies, they had *some difficulty* (55.7%) or *great difficulty* (26.5%) finding qualified applicants. For 17.8 percent of the estimated job vacancies, they indicate *no difficulty* finding qualified applicants.³⁰

Percent of Experienced Estimated Job Vacancies by Difficulty Finding Qualified Applicants for St. Louis MSA

	Experienced
No Difficulty	17.8
Some Difficulty	55.7
Great Difficulty	26.5
	100.0

²⁹ Percentages based on the total number of *experienced* estimated job vacancies in which there was a response to the question "Have applicants met job requirements?" (n=8,704).

³⁰ Percentages based on the total number of *experienced* estimated job vacancies in which there was a response to the question "Is this position difficult to fill with the required experience needed?" (n=8,877).

Shortcomings of Recent Applicants

Two of the most frequently cited shortcomings of recent applicants are *lack of industry knowledge* and *poor communication skills*.³¹

Percent of Experienced Estimated Job Vacancies by Shortcomings of Recent Applicants for St. Louis MSA

Shortcomings	%
Lack of Industry Knowledge	50.7
Poor Communication Skills	50.2
Lack of Positive Attitude	47.1
Poor Customer Service Skills	47.0
Poor Work Ethic Skills	38.0
Poor Technical Skills	37.4
Poor Writing Skills	34.5
Inability to Understand Written Information	25.7
Poor Basic Math	18.0
Lack of Computer Skills	15.7

Workplace Competencies

The following table lists personal attributes considered *important* to the job performance of a worker in the St. Louis MSA.³²

Percent of Experienced Estimated Job Vacancies by Workplace Competencies Rated as Important for St. Louis MSA

Workplace Competencies	%
Team Skills	87.8
Job Specific Skills	81.9
Managing Time Wisely	78.7
Work Habits	77.0
Acquiring and Using Information	70.9
Computer Literacy	69.5
Leadership	53.5

³¹ Percentages based on the total number of *experienced* estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Shortcomings Category (n=8,743).

³² Percentages based on the total number of *experienced* estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Workplace Competencies Category (n=11,476).

Thinking Skills

The following table lists thinking skills considered *important* to the job performance of a worker in the St. Louis MSA.³³

Percent of Experienced Estimated Job Vacancies by Thinking Skills Rated as Important for St. Louis MSA

Thinking Skills	%
Decision-Making	86.0
Critical Thinking	83.5
Learning New Skills	82.6
Understanding Charts	36.9

Occupations

Five occupations in the St. Louis MSA represent 29.8 percent of the estimated job vacancies.

Percent of Experienced Estimated Job Vacancies by Selected Occupation for the St. Louis MSA

Occupation	Percent
Registered Nurses	12.3
Truck Drivers, Heavy and Tractor-Trailer	5.5
Combined Food Preparation and Serving Workers, Including Fast Food	4.3
Retail Salespersons	4.0
Cashiers	3.6
Total	29.8

³³ Percentages based on the total number of *experienced* estimated job vacancies in which one or more of the personal attributes were reported in the Thinking Skills Category (n=10,593).

**Occupation for the St. Louis MSA with 100+ Experienced
Estimated Job Vacancies by Preferred Education**

Associates Degree or Higher
Advertising Sales Agents
Computer Systems Analysts
Editors
Registered Nurses
Retail Salespersons
Special, Technical or Professional Certification
Hairdressers, Hairstylists, and Cosmetologists
Medical Assistants
Registered Nurses
High School Diploma or Less
Billing, Cost, and Rate Clerks
Cashiers
Combined Food Preparation and Serving Workers, Including Fast Food
Cooks, Restaurant
Court Clerks
Executive Secretaries and Administrative Assistants
First-Line Supervisors/Managers of Food Preparation and Serving Workers
First-Line Supervisors/Managers of Retail Sales Workers
Food Preparation Workers
Laborers and Freight, Stock, and Material Movers, Hand
New Accounts Clerks
Personal and Home Care Aides
Receptionists and Information Clerks
Retail Salespersons
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
Truck Drivers, Heavy and Tractor-Trailer
Waiters and Waitresses

For more detailed information on the reported occupations, please visit <http://pprc.umsl.edu/wis/>.

Survey Results: Comparison

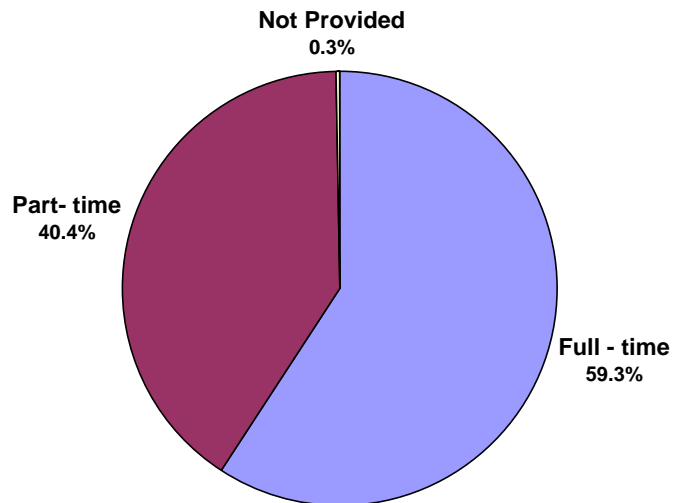
For quick reference, the following section presents a snapshot of the major results of the St. Louis MSA for both the May 2007 and October 2007 Job Vacancy Surveys.

Estimated Job Vacancies for St. Louis MSA

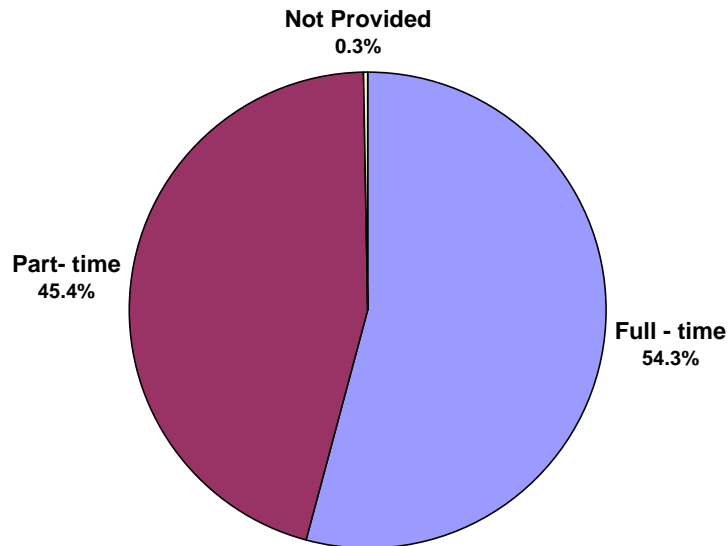
	May-07		Oct-07	
	Total	%	Total	%
Full - Time	18,923	59.3	19,138	54.3
Part- Time	12,915	40.4	16,002	45.4
Not Provided*	98	0.3	122	0.3
Total	31,936	100.0	35,262	100.0

* Not provided includes don't know/not sure and refused to answer

Percent of Estimated Job Vacancies for St. Louis MSA, May 2007



Percent of Estimated Job Vacancies for St. Louis MSA, October 2007



Geography

Estimated Job Vacancies by County for St. Louis MSA

County	May-07		Oct-07	
	Total	%	Total	%
St. Louis County, MO	16,858	52.8	22,645	64.2
St. Louis City, MO	4,653	14.6	3,499	9.9
St. Charles County, MO	4,536	14.2	3,131	8.9
St. Clair County, IL	2,210	6.9	2,279	6.5
Jefferson County, MO	1,277	4.0	1,202	3.4
Madison County, IL	1,273	4.0	1,800	5.1
Franklin County, MO	757	2.4	425	1.2
Jersey County, IL	159	0.5	17	0.0
Clinton County, IL	121	0.4	145	0.4
Lincoln County, MO	71	0.2	59	0.2
Warren County, MO	21	0.1	34	0.1
Monroe County, IL	0	0.0	26	0.1
St. Louis MSA Total	31,936	100.0	35,262	100.0

Industry

Estimated Job Vacancies by Industry for St. Louis MSA

Industry	May-07		Oct-07	
	Total	%	Total	%
Accommodation and Food Services	6,458	20.2	6,240	17.7
Health Care and Social Assistance	6,124	19.2	10,760	30.5
Retail Trade	4,879	15.3	5,683	16.1
Educational Services	1,798	5.6	1,393	4.0
Finance and Insurance	1,794	5.6	2,380	6.7
Admin. & Support & Waste Manage. and Remed. Svcs	1,504	4.7	487	1.4
Other Services (except Public Administration)	1,490	4.7	1,660	4.7
Manufacturing	1,331	4.2	1,241	3.5
Professional, Scientific, and Technical Services	1,314	4.1	760	2.2
Transportation and Warehousing	1,123	3.5	595	1.7
Real Estate and Rental and Leasing	822	2.6	505	1.4
Wholesale Trade	809	2.5	693	2.0
Construction	708	2.2	827	2.3
Arts, Entertainment, and Recreation	651	2.0	233	0.7
Public Administration	550	1.7	864	2.5
Information	506	1.6	880	2.5
Utilities	42	0.1	40	0.1
Agriculture, Forestry, Fishing and Hunting	26	0.1	4	0.0
Mining	7	0.0	17	0.0
Total	31,936	100.0	35,262	100.0

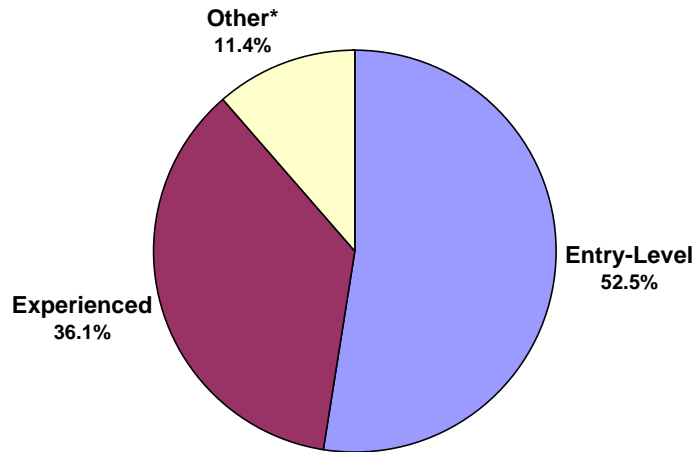
Experience

Estimated Job Vacancies by Experience Required for St. Louis MSA

Experience	May-07		Oct-07	
	Total	%	Total	%
< 1 year or No Experience	16,753	52.5	19,195	54.4
1-3 years	9,272	29.0	9,465	26.8
4-10 years	2,131	6.7	1,807	5.1
10+ years	136	0.4	459	1.3
Other*	3,644	11.4	4,336	12.3
Total	31,936	100.0	35,262	100.0

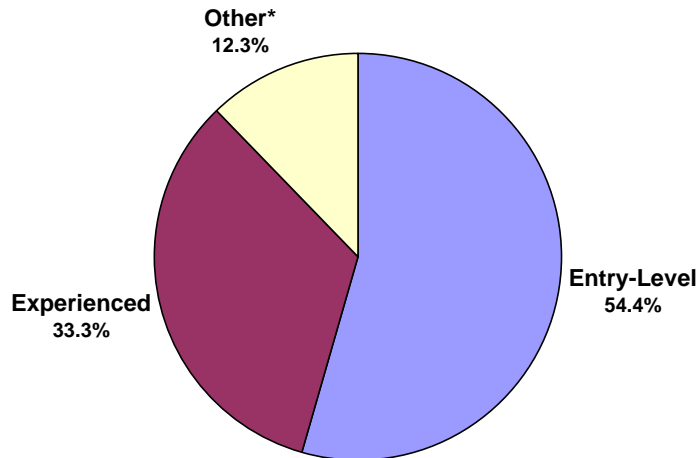
*Includes Other, Refused to Answer and Don't Know/Not Sure

**Percent of Estimated Job Vacancies by Experienced Required
for St. Louis MSA, May 2007**



**Includes Other, Refused to Answer and Don't Know/Not Sure*

**Percent of Estimated Job Vacancies by Experienced Required
for St. Louis MSA, October 2007**



**Includes Other, Refused to Answer and Don't Know/Not Sure*

Education

Estimated Job Vacancies by Education Required for St. Louis MSA

Education	May-07		Oct-07	
	Total	%	Total	%
No Education	2,034	6.4	1,628	4.6
Some High School	7,385	23.1	9,204	26.1
High School Diploma	10,168	31.8	8,970	25.4
2-year Associates Degree	1,923	6.0	3,016	8.6
4-Year College Degree	4,631	14.5	3,970	11.3
Graduate or Professional Degree	763	2.4	1,705	4.8
Professional Certification	2,201	6.9	3,733	10.6
Technical and Special Certification	884	2.8	1,130	3.2
Other*	1,947	6.1	1,906	5.4
Total	31,936	100.0	35,262	100.0

*Includes other, don't know/not sure and refused to answer

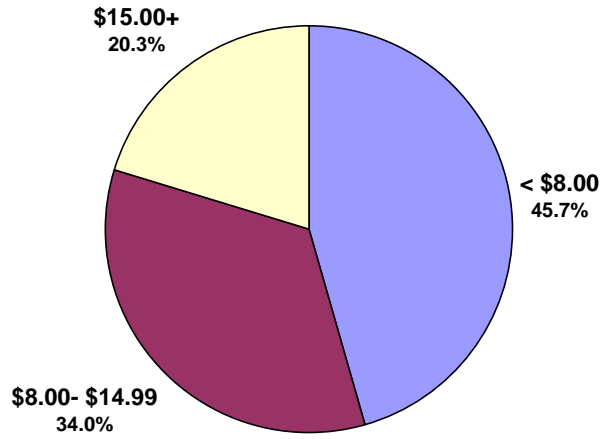
Wages³⁴

Estimated Job Vacancies by Wage for St. Louis MSA

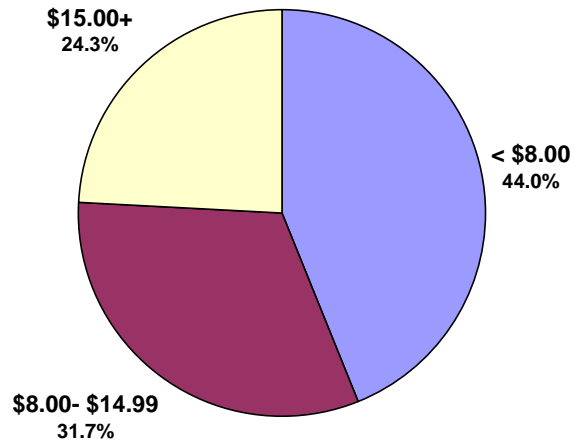
Wages	May-06		Oct-07	
	Total	%	Total	%
< \$8.00	9,773	45.7	11,360	44.0
\$8.00- \$14.99	7,280	34.0	8,196	31.7
\$15.00+	4,336	20.3	6,268	24.3
Total	21,389	100.0	25,824	100.0

³⁴ Percentages based on the total number of estimated job vacancies in which a wage was reported (May 2007 n=21,389 and October 2007 n=25,824). Of estimated job vacancies in May 2007, 33.0 percent had no reported wage; for October 2007 26.8 percent had no wage reported

**Percent of Estimated Job Vacancies by Wage for St. Louis MSA,
May 2007**



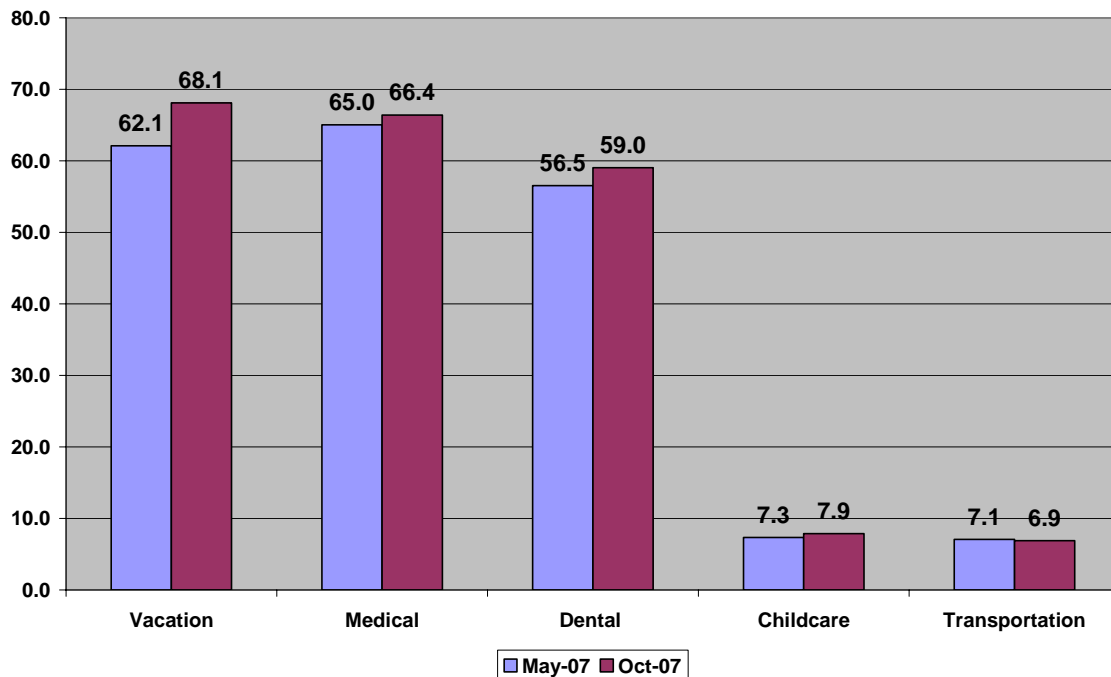
**Percent of Estimated Job Vacancies by Wage for St. Louis MSA,
October 2007**



Estimated Job Vacancies by Benefits for St. Louis MSA

Benefits	May-07		Oct-07	
	Total	%	Total	%
Vacation	18,879	62.1	22,492	68.1
Medical	19,764	65.0	21,932	66.4
Dental	17,181	56.5	19,500	59.0
Childcare	2,226	7.3	2,600	7.9
Transportation	2,151	7.1	2,277	6.9

Percent of Estimated Job Vacancies by Benefits for St. Louis MSA

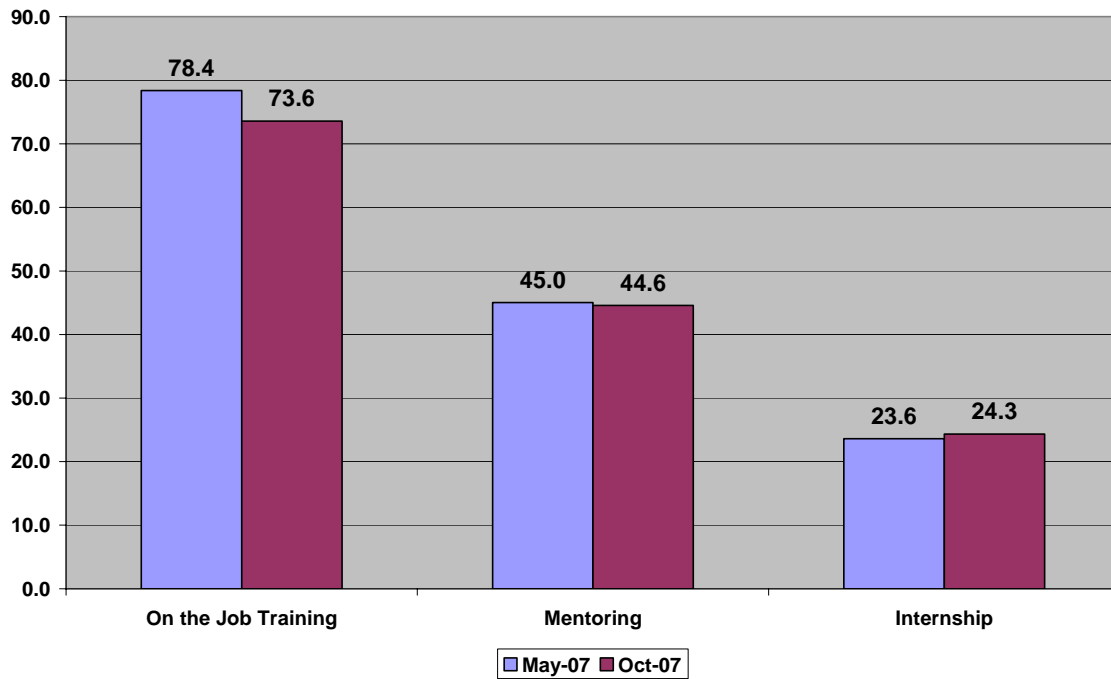


³⁵ Percentages based on the total number of experienced estimated job vacancies in which one or more of the benefits and training offered were reported (May 2007 n=30,39; October 2007 n=33,027).

Estimated Job Vacancies by Training for St. Louis MSA

Training	May-07		Oct-07	
	Total	%	Total	%
On the Job Training	23,819	78.4	24,294	73.6
Mentoring	13,685	45.0	14,725	44.6
Internship	7,178	23.6	8,041	24.3

Percent of Estimated Job Vacancies by Training for St. Louis MSA

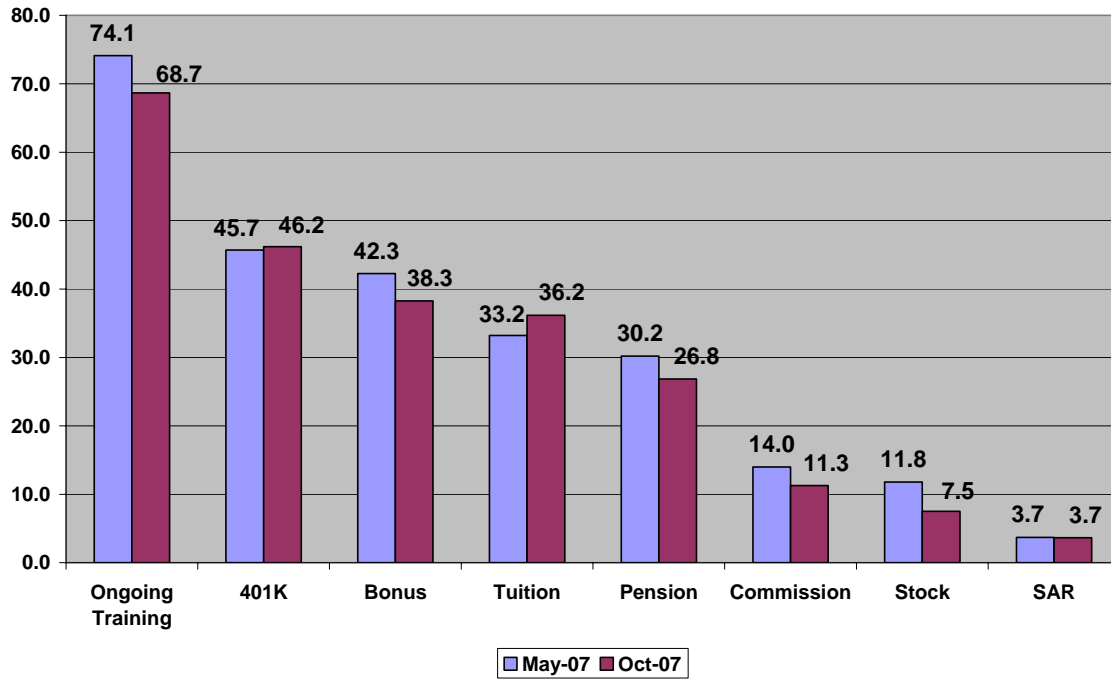


³⁶ Percentages based on the total number of experienced estimated job vacancies in which one or more of the benefits and training offered were reported (May 2007 n=30,392; October 2006 n=33,027).

Estimated Job Vacancies by Incentives for St. Louis MSA

Incentives	May-07		Oct-07	
	Total	%	Total	%
Ongoing Training	22,505	74.1	22,893	68.7
401K	13,879	45.7	15,401	46.2
Bonus	12,841	42.3	12,759	38.3
Tuition	10,085	33.2	12,058	36.2
Pension	9,174	30.2	8,953	26.8
Commission	4,253	14.0	3,756	11.3
Stock	3,581	11.8	2,505	7.5
SAR (Stock Appreciation Right)	1,128	3.7	1,222	3.7

Percent of Estimated Job Vacancies by Incentives for St. Louis MSA



³⁷ Percentages based on the total number of experienced estimated job vacancies in which one or more of the incentives offered were reported (May 2007 n=30,371; October 2007 n=33,345).

Reading³⁸ and Math³⁹ Requirements

Percent of Estimated Job Vacancies by Reading and Math Skills Required for St. Louis MSA

Skills required	Reading		Math	
	May-07	Oct-07	May-07	Oct-07
< 10th grade	11.7	15.4	12.7	19.2
10th grade	16.8	12.0	19.1	13.6
>10th grade	66.4	66.3	55.7	58.1
No Skills Required	5.1	6.3	12.5	9.2
Total	100.0	100.0	100.0	100.0

Applicants' Skills Compared to Job Requirements⁴⁰

Percent of Estimated Job Vacancies by Applicants' Skills Compared to Job Requirements for St. Louis MSA

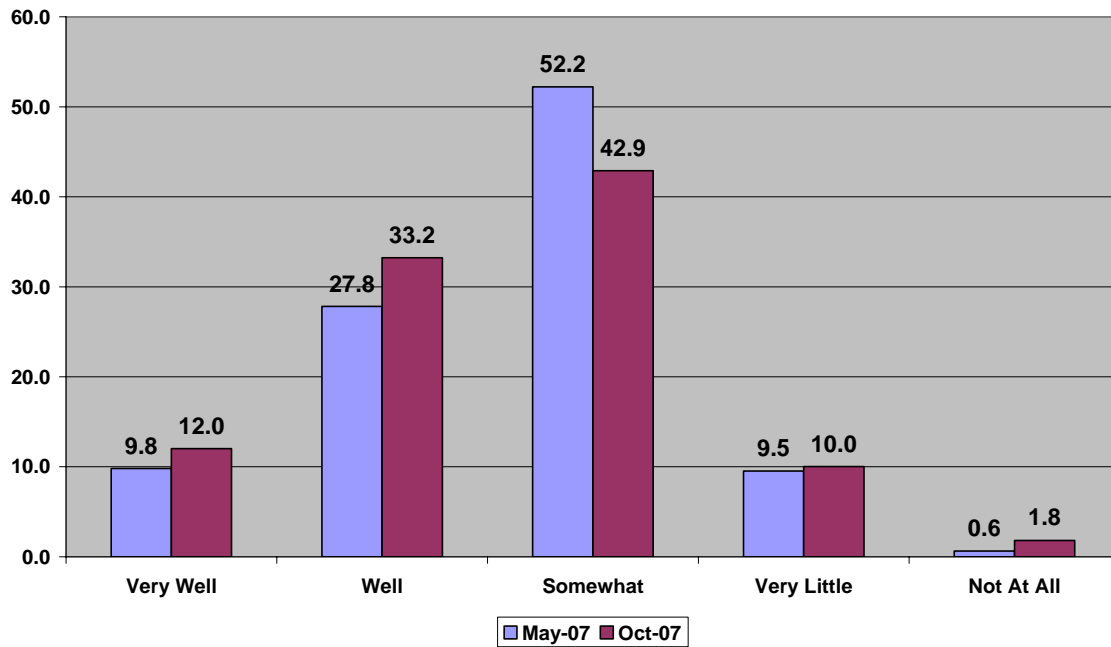
Skill Match	May-07	Oct-07
Very Well	9.8	12.0
Well	27.8	33.2
Somewhat	52.2	42.9
Very Little	9.5	10.0
Not At All	0.6	1.8
Total	100.0	100.0

³⁸ Percentages based on the total number of estimated job vacancies in which Reading skills required were reported (May 2007 n=30,232; October 2007 n=33,806).

³⁹ Percentages based on the total number of estimated job vacancies in which Math skills required were reported (May 2007 n=30,411; October 2007 n=33,689).

⁴⁰ Percentages based on the total number of estimated job vacancies in which there was a response to the question "Have applicants met job requirements?" (May 2007 n= 24,215; October 2007 n=26,534).

Percent of Estimated Job Vacancies by Applicants' Skills Compared to Job Requirements for St. Louis MSA



Difficulty Finding Applicants⁴¹

Percent of Estimated Job Vacancies by Difficulty Finding Qualified Workers for St. Louis MSA

Skills required	Entry-Level		Experienced	
	May-07	Oct-07	May-07	Oct-07
No Difficulty	30.3	34.8	12.5	17.8
Some Difficulty	59.7	52.7	67.6	55.7
Great Difficulty	10.1	12.5	19.9	26.5
Total	100.0	100.0	100.0	100.0

⁴¹ Percentages based on the total number of entry-level and experienced estimated job vacancies in which there was a response to the question "Is this position difficult to fill with the required experience needed?" (May 2007 *entry-level* n=15,989; *experienced* n=8,563; October 2007 *entry-level* n=18,187; *experienced* n=8,077).

Shortcomings of Recent Applicants⁴²

Percent of Estimated Job Vacancies by Shortcomings of Recent Applicants for St. Louis MSA

Shortcomings	May-07	Oct-07
Lack of Positive Attitude	69.1	63.5
Poor Customer Service Skills	64.8	51.9
Poor Work Ethic Skills	59.1	58.5
Poor Communication Skills	54.0	49.1
Lack of Industry Knowledge	47.8	42.3
Inability to Understand Written Information	29.8	30.8
Poor Technical Skills	28.7	32.5
Poor Writing Skills	24.4	25.5
Lack of Computer Skills	16.7	18.0
Poor Basic Math	16.6	17.3

Workplace Competencies⁴³

Percent of Estimated Job Vacancies by Workplace Competencies Rated as Important for St. Louis MSA

Workplace Competencies	May-07	Oct-07
Team Skills	90.9	84.7
Work Habits	83.3	79.1
Managing Time Wisely	81.1	76.7
Acquiring and Using Information	78.8	73.7
Leadership	67.6	55.6
Job Specific Skills	62.6	68.8
Computer Literacy	60.4	50.6

⁴² Percentages based on the total number of entry-level and experienced estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Shortcomings Category (May 2007 n=23,902; October 2007 n=26,458).

⁴³ Percentages based on the total number of experienced estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Workplace Competencies Category (May 2007 n=30,536; October 2007 n=34,579).

Thinking Skills⁴⁴

**Percent of Estimated Job Vacancies by
Thinking Skills Rated as Important
for St. Louis MSA**

Thinking Skills	May-07	Oct-07
Learning New Skills	87.8	93.7
Decision-Making	87.0	87.6
Critical Thinking	84.4	82.6
Understanding Charts	44.3	37.5

For more detailed information on the reported estimated job vacancies, please visit <http://pprc.umsl.edu/wis/>.

⁴⁴ Percentages based on the total number of experienced estimated job vacancies in which one or more of the personal attributes were reported in the Thinking Skills Category (May 2007 n=27,950; October 2007 n=30,737).

Survey Results: October 2003 – October 2007

For quick reference, the following section presents a snapshot of the major results of the St. Louis MSA for October 2003 – October 2007 Job Vacancy Surveys.

Estimated Job Vacancies for St. Louis MSA

	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
Totals	28,011	36,782	21,533	26,484	21,033	44,676	29,404	31,936	35,262

Experience

Percent of Estimated Job Vacancies by Experience Required for St. Louis MSA

Experience Required	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
< 1 year or No Experience	70.9	60.8	65.9	58.8	61.1	64.5	58.5	59.2	62.1
Experienced	29.1	39.2	34.1	41.2	38.9	35.5	41.5	40.8	37.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Education

Percent of Estimated Job Vacancies by Required Education for St. Louis MSA

Education Required	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
Some High School or Less	40.2	25.0	35.8	23.9	29.6	31.7	32.0	31.4	32.5
High School Diploma	28.0	43.8	34.1	30.7	31.7	27.7	37.3	33.9	26.9
2-year Associates Degree	8.0	5.2	7.9	7.5	7.1	6.5	4.9	6.4	9.0
4-Year College Degree or higher	9.2	14.4	10.7	15.8	14.1	19.9	14.7	18.0	17.0
Prof., Tech. or Special Cert.	14.6	11.7	11.4	22.2	17.6	14.3	11.2	10.3	14.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Benefits

Percent of Estimated Job Vacancies by Benefits Offered for St. Louis MSA

Benefits Offered	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
Vacation	62.9	60.9	66.5	71.1	56.0	65.1	56.5	62.1	68.1
Medical	58.8	57.3	63.1	70.3	61.6	67.7	53.3	65.0	66.4
Dental	50.0	50.0	52.5	61.7	54.2	64.1	48.6	56.5	59.0
Childcare	13.2	9.5	5.4	2.4	6.4	6.1	13.6	7.3	7.9
Transportation	7.2	5.8	4.5	3.6	7.1	6.9	4.1	7.1	6.9

Reading and Math Requirements

Percent of Estimated Job Vacancies by Required Reading Skills for St. Louis MSA

	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
No Skills Required	4.4	5.1	3.8	1.8	2.8	1.3	1.6	5.1	6.3
< 10th grade	15.8	11.2	10.2	6.8	9.5	8.7	11.1	11.7	15.4
10th grade	23.5	27.3	28.6	20.0	26.3	23.1	34.6	16.8	12.0
>10th grade	56.3	56.3	57.4	71.5	61.3	66.9	52.7	66.4	66.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Percent of Estimated Job Vacancies by Required Math Skills for St. Louis MSA

	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
No Skills Required	14.5	16.7	15.4	10.0	6.0	7.0	8.7	12.5	9.2
< 10th grade	16.1	12.8	10.7	10.2	17.5	9.7	14.3	12.7	19.2
10th grade	23.3	32.1	27.2	20.7	22.0	24.9	34.8	19.1	13.6
>10th grade	46.0	38.3	46.8	59.1	54.5	58.4	42.2	55.7	58.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Applicants' Skills Compared to Job Requirements

**Percent of Estimated Job Vacancies by Applicants Skills and Job Requirements
for St. Louis MSA**

Skill Match	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
Very Well	2.7	1.5	2.0	1.8	9.1	15.4	9.9	9.8	12.0
Well	18.2	10.6	16.3	7.8	21.7	19.0	35.9	27.8	33.2
Somewhat	52.7	43.5	48.4	53.1	51.8	45.5	41.7	52.2	42.9
Very Little	22.2	27.2	22.0	27.5	16.5	16.9	8.5	9.5	10.0
Not At All	4.1	17.2	11.3	9.8	1.0	3.2	4.0	0.6	1.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Difficulty Finding Applicants

Percent of Estimated Job Vacancies by Difficulty Finding Applicants for St. Louis MSA

	Entry-Level								
	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
No Difficulty	31.0	39.6	35.4	29.8	26.6	36.8	52.4	30.3	34.8
Some Difficulty	60.9	53.8	53.7	54.2	66.7	52.4	36.1	59.7	52.7
Great Difficulty	8.1	6.6	10.9	16.0	6.7	10.8	11.5	10.1	12.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

	Experienced								
	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
No Difficulty	15.8	13.3	14.4	19.6	13.2	22.0	34.3	12.5	17.8
Some Difficulty	55.5	61.7	56.1	54.9	54.9	58.3	39.8	67.6	55.7
Great Difficulty	28.6	25.0	29.5	25.5	32.0	19.7	25.8	19.9	26.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Shortcomings of Recent Applicants

Percent of Estimated Job Vacancies by Shortcomings of Recent Applicants for St. Louis MSA

Shortcomings	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
Lack of Positive Attitude	63.7	65.2	66.1	64.5	61.0	55.8	68.9	69.1	63.5
Poor Customer Service Skills	43.9	55.8	58.4	60.6	55.3	44.3	58.1	64.8	51.9
Poor Work Ethic Skills	54.4	62.1	65.0	56.4	56.6	54.0	64.9	59.1	58.5
Poor Communication Skills	54.9	49.6	55.5	49.3	55.8	44.6	52.8	54.0	49.1
Lack of Industry Knowledge	38.8	53.0	54.8	48.2	57.1	36.4	41.0	47.8	42.3
Poor Technical Skills	27.6	32.3	29.0	30.2	38.8	24.5	21.8	28.7	32.5
Inability to understand Written Info	26.0	27.9	33.6	29.0	26.9	28.9	21.3	29.8	30.8
Poor Writing Skills	27.0	27.4	22.9	21.7	30.9	21.1	17.6	24.4	25.5
Lack of Computer Skills	17.9	17.1	18.2	18.0	25.5	14.5	14.9	16.7	18.0
Poor Basic Math	16.1	17.5	20.9	14.8	25.5	17.2	17.7	16.6	17.3

Workplace Competencies

Percent of Estimated Job Vacancies by Workplace Competencies Rated as Important for St. Louis MSA

Workplace Competencies	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
Work Habits	96.4	87.7	100.0	99.8	98.9	93.8	96.9	83.3	79.1
Team Skills	95.1	94.1	98.4	99.2	98.1	98.3	95.9	90.9	84.7
Managing Time Wisely	94.1	84.9	93.4	98.2	94.4	97.9	92.8	81.1	76.7
Acquiring and Using Information	88.4	81.5	92.0	96.3	93.7	95.1	90.9	78.8	73.7
Leadership	57.0	59.3	64.9	80.3	74.2	79.7	71.2	67.6	55.6
Job Specific Skills	62.5	61.8	65.5	79.9	70.5	73.3	64.9	62.6	68.8
Computer Literacy	55.1	54.5	56.8	68.6	67.4	63.8	55.8	60.4	50.6

Thinking Skills

Percent of Estimated Job Vacancies by Thinking Skills Rated as Important for St. Louis MSA

Thinking Skills	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07	Oct-07
Learning New Skills	86.9	92.3	93.1	97.1	92.5	94.2	88.9	87.8	93.7
Critical Thinking	75.3	80.8	81.0	91.3	86.9	83.2	88.9	84.4	82.6
Decision-Making	78.7	83.3	85.1	87.7	85.1	91.4	89.2	87.0	87.6
Understanding Charts	44.1	44.0	39.9	57.7	52.4	50.0	43.2	44.3	37.5

Methodology

The survey was developed in consultation with St. Louis MSA local Workforce Investment Boards and based upon a model used by the University of Wisconsin–Milwaukee during the 1990s under the auspices of the Department of Labor. In addition to estimating job vacancies, the Job Vacancy Survey also focuses on occupation-specific job requirements.⁴⁵

Sampling Procedures

The current business population is based on an employer database produced by InfoUSA. For each MSA, the business population is divided into two size categories based on the number of employees for each business: those with 5–249 employees, and those with 250 employees or more. One hundred percent of these businesses with 250 employees or more are included in the JVS.

The businesses with 5–249 employees are stratified by the counties in the MSA, by the 20 North American Industry Classification System (NAICS) codes, and by company size.⁴⁶ Based on this matrix, a stratified random sample of these companies is selected for participation in the Job Vacancy Survey.⁴⁷ Business establishments that have fewer than five employees are excluded from the sample population because they represent a large proportion of self-employed persons with no labor demand (see table below).

⁴⁵ The St. Louis MSA Job Vacancy Survey also includes questions on labor market contexts such as job and applicant match and the difficulty finding qualified applicants. The Job Vacancy Survey employs methods that include mail, fax, telephone and on-line surveys. All survey respondents are given the opportunity to respond to the survey in the method that is most convenient for them.

⁴⁶ The 5-249 company size is grouped into five different categories: 5-9, 10-19, 20-49, 50-99, and 100–249.

⁴⁷ The sample size for the randomly selected businesses is based upon a 95 percent confidence level, a 5 percent confidence interval and an expected response rate of 20 percent.

**Survey Population St. Louis
MSA, October 2007**

Business Size	STL
250+ Employees	488
5-249 Employees*	1,935
Total Survey Sample	2,423

**A 95.0% Confidence Level, 5.0% Interval Level are used.*

	STL
Response Rate (%)	66.7

Appendix

Weighting Procedures

To estimate the number of job vacancies for the total population, weights are created that take into account the fore mentioned stratification. Therefore, the businesses responding to the survey (both with openings and no openings) are stratified by FIPS, NAICS, and company size and are applied to the total population to estimate the number of jobs available in the St. Louis and Kansas City MSAs. This is accomplished by dividing total business responses into the total business population for each corresponding cell created by the stratification. For example, if the total business population with 5–9 employees for retail trade in St. Louis County is 100 and the responses were 80 the resulting stratified cell weight would be 1.25.

This stratified cell weight is then linked to each survey record in its equivalent stratified cell. This weight is multiplied against the number of reported openings, either full-time or part-time for each of these survey records. Once these estimates are computed they can be aggregated to the county – industry level.

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